

**IMA MISSION: Provide equitable, effective and efficient management of Army installations worldwide to support mission readiness and execution, enable the well-being of soldiers, civilians and family members, improve infrastructure and preserve the environment.**

## MESSAGE FROM THE DIRECTOR

The new year promises to be a challenging one for our Army, and the IMA stands poised to perform its mission, provide all required support and ensure success, regardless of the nature of the challenge. Now, more than ever, we must grasp the importance of "People, Readiness, Transformation" and the role of the Installation Management Agency in enabling this vision. As at previous junctures in our Nation's history, the call resounds: "This is not a drill!"

One of the most important contributions IMA makes toward the success of the Global War on Terrorism is planning and executing the support for mobilization and deployments of forces. Even before the Installation Management Agency was officially established, the IMA staff was engaged with mobilization and deployment partners at the Headquarters Department of the Army, the U.S. Army Reserve, the National Guard Bureau, and Major Commands. Under the guidance and assistance of HQ IMA and its seven region offices, garrison commanders throughout the world continue to work closely with senior mission commanders to ensure deploying and redeploying soldiers, contractors, and civilian employees receive the support they require and deserve. Meantime, these same garrisons continue to deliver quality support to families and others who must stay behind. There are many examples of garrison commanders and their staff using their initiative and resources to deliver outstanding support to the warfighters and their families through these turbulent times for our Army. We extend our greatest appreciation for their efforts!

All of us in the IMA organization must collaborate, coordinate, and synchronize our actions in order to achieve the unity of effort that empowers truly successful teams. I look forward to the IMA's second IMBOD meeting, where we will have the opportunity to do this and much more. In the meantime, all leaders in our organization must continue to integrate the IMA Mission, METL, and Goals set forth in the 22 Nov 02 IMA Strategic Plan. I also encourage all members of the IMA team to keep the chain of command fully informed on issues and developments pertaining to Installation Management. Finally I want to pass the following items of interest to the Installation Management community:

- The activation of IMA has introduced the requirement for [new rating schemes for all Army Garrisons](#). Since these were effective on 1 October 02, rating schemes should be complete and understood by all members of the garrison staff who are impacted by the insertion of the IMA Region Director above the garrison commander in these chains. All

garrison/ASG/BSB commanders worldwide should be developing support forms and counseling rated individuals on their duties, responsibilities and objectives in coordination with their region director.

- The continuous improvement philosophy says that there is always a better way to do things. Continuous improvement is “forward leaning” and seeks to push improvement in all areas, in all ways, all the time. In the coming months, we will add the activity-based costing/management (ABC/M) tool to the garrison commander’s tool belt to help improve garrison productivity and stewardship. Follow this link to learn more about our plans for ABC/M. [IMA Productivity Improvement](#)
- On 22-24 January 03, IMA conducted a second [Senior Leadership Strategic Planning Offsite](#). IMA senior leaders further developed strategic objectives and action plans; concepts for performance management reviews; region and garrison TDAs; and resource management strategies.
- The [Installation Management Board of Directors](#) will convene on 10 February 03. Agenda items include: status of installation standards; FY02 baseline and program management review system; FY03 BOS/SRM funding status and tracking; mission support issues and key concerns from the field; and the Director’s update on IMA progress to date.
- The ACSIM is hosting the [2003 Army Garrison Commanders Conference](#) 18-20 March 2003 in Charlotte, North Carolina. Each Army installation is allowed two attendees – the garrison commander/manager and one key assistant/deputy. We’re looking forward to seeing the garrison commanders from around the world at this very important conference.

I greatly appreciate your hard work and team spirit in support of our commanders, soldiers, and families.

Have a fruitful 2003! Best Regards,

MG Anders B. Aadland  
Director, Installation Management Agency

## POINTS OF INTEREST

### IMA WEBSITE TOPICS:

- [AKO Account information](#)
- [General Order No. 4](#)
- [IMA Region Pages](#)
- [Fort Lewis named Army Times Best Post](#)

## IMA INTRANET WEBSITE TOPICS (AKO ACCOUNT ACCESSIBLE):

- [Leadership Offsite 25 October--Strategic Plan Briefing: IMA Mission, Vision, METL, Goals and Objectives](#)
- [Leadership Offsite 22-24 January 2003](#)
- [Director's NETCALL #3 -- IMA patch & crest wear date](#)
- [Implementation Plan](#)
- [Organization and Operations Plans](#)
- [Initial Operating Instructions \(IOIs\)](#)
- [IMA Productivity Improvement](#)
- [Installation Management Board of Director's Meeting](#)
- [2003 Army Garrison Commanders Conference](#)
- [Rating Schemes](#)
- [Third Wave Status](#)
- [Integrated Installation Management Database](#)
- [Army Contracting Agency's Interactive Customer Evaluation \(ICE\) System](#)
- [Installation Status Report News \(01/27/03\)](#)

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